

evant substantive executive agency regulation promulgated to implement the statutory provision at issue in the proceeding.

(Added Pub. L. 104-331, §2(a), Oct. 26, 1996, 110 Stat. 4068.)

#### § 456. Confidentiality

(a) COUNSELING.—All counseling under section 452 shall be strictly confidential, except that, with the consent of the covered employee, the employing office may be notified.

(b) MEDIATION.—All mediation under section 452 shall be strictly confidential.

(Added Pub. L. 104-331, §2(a), Oct. 26, 1996, 110 Stat. 4068.)

#### SUBCHAPTER IV—EFFECTIVE DATE

##### § 471. Effective date

(a) IN GENERAL.—Except as otherwise provided in this chapter, this chapter shall take effect on October 1, 1997.

(b) REGULATIONS.—Sections 411(d), 412(c), 413(c), 414(c), 415(c), 416(c), 421(d), 425(d), 431(c), 431(d), 452(a), and 454(a) shall take effect on the date of enactment of this Act.<sup>1</sup>

(Added Pub. L. 104-331, §2(a), Oct. 26, 1996, 110 Stat. 4068.)

##### REFERENCES IN TEXT

The date of enactment of this Act, referred to in subsec. (b), probably means the date of enactment of Pub. L. 104-331, which enacted this chapter and was approved Oct. 26, 1996.

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<sup>1</sup> See References in Text note below.